Vol. 09 | Issue 01 | 2025

Business Success STORY

INSPIRING THE BUSINESS COMMUNITY...

Most Inspirational Leaders of the Year, 2025

Dr. Jagdish Sakhiya
Founder
Sakhiya Skin Clinic®

SPOTLIGHT
Alok Rungta
MD and CEO
Generali Central Life Insurance

The Visionary Leader in Dermatology –

Dr. Jagdish Sakhiya

Uplifting India's *Skin Care* to the Highest Level

ARTICLE
Digital World
Understanding Digital Transformation and it's Rapid Implementation across the Business Sectors

ARTICLE
Success Mantra
How Visionary Thinking Defines a Modern Innovation Leader in Reaching New Levels of Business Success

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Most
Inspirational
Leaders
of the Year,
2025

Editor's CORNER

Recognizing the **Torch Bearers of** Modern Growth Revolution

As we thumb through the pages of this commemorative edition of Business Success Story, we do so with modest pride in the Most Inspirational Leaders of the Year—who not only succeeded at their chosen profession but are redefining the very meaning of leadership in an era of ceaseless change and mega aspiration. It's 2025, and business & innovation today stand on giants' shoulders who have demonstrated vision, determination, and empathy to create new standards of excellence. This issue is the celebration of those amazing men and women who ignite, inspire, and transform lives—leaders who do not order organizations but spark movements that transform businesses and lives everywhere.

Each of the leaders named here share a characteristic combination of accomplishment and inspiration. Whether Elon Musk, who has challenged humanity to redefine its place in the world through his relentless pursuit of a sustainable world and affordable space travel, or Indra Nooyi, who steered PepsiCo toward innovation and integrity, these visionaries illustrate that true inspiration derives from vision and will. No less inspiring is Oprah Winfrey's unwavering commitment to empowerment and compassion, Jeff Bezos's revolutionizing reinvention of business and delivery, and Richard Branson's bold upending of industries from music to air travel. Deeply inspiring are examples of leaders like Shashi Jaligama whose leadership is assisting in building new paradigms for sustainability and education.

While assembling this edition, our editorial team was inspired not just by the magnitude of these leaders' achievements, but also by the tales of resilience that surround each career highlight. The most inspiring leaders are those that turn adversity into opportunity, doubt into innovation, and personal victory into shared progress. Their leadership is not quarterly numbers or titles; it is through the positive difference they make, the lives they touch positively, and the lives they touch positively for generations.

As you listen to their tales, may you not only be amazed but also inspired—ignition to fuel your own path as a change maker in this new bold era of leadership. Let us honor those who lead with vision, compassion, and persistent purpose—Most Inspirational Leaders of the Year, illuminating the path toward a brighter, sustainable and a kinder world.

Have an engaging read.

Cheers!

Gaurav Wankhade

- Gaurav Wankhade

Business Success Story
INSPIRING THE BUSINESS COMMUNITY...

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The Visionary Leader
in Dermatology –

Dr. Jagdish Sakhiya

Uplifting India's *Skin Care* to the Highest Level

Most Inspirational Leaders
of the Year, 2025

Featuring	Company	Brief
Alok Rungta, Managing Director	Generali Central Life Insurance Company	Alok as visionary leader whose passion for purpose-led change is redefining the contours of India's life insurance industry.
Ashish Modi, Co-Founder	DevTown	Ashish is an alumnus from Birla Institute of Technology Mesra, whose journey has been a blend of technical expertise and a passion for innovation.
Dr. Jagdish Sakhiya, Founder	Sakhiya Skin Clinic	Dr. Jagdish Sakhiya is one of the most inspirational healthcare and wellness champions of the country in 2025.
Reena Mirpuri, Vice President	Indiassetz	Reena is a dynamic professional with over a decade of experience in key positions in the corporate sector.
Rohan Jaiswal, Founder	Preplaced	Rohan is an enthusiastic tech professional keen in developing purpose-driven solutions for helping people crack their interviews smoothly.
Rohan Sachan, Founder's Office	Powerplay	Rohan is an alumnus from BITS Pilani who carries a rich experience of over a decade in technology development and applications.
Srinath Reddy, Chairman & Managing Director	Grandus	Srinath is an entrepreneur leading a young company and building an organisation of highly motivated people achieving the best for the company and for themselves by fostering an execution based culture.
Vijay C., Founder	Xtep India	Vijay has been a seasoned professional with over two decades of rich diverse experience across industry sectors.
Vijayaraghavan Parthasarathy, Chief Business Officer	FC Madras	Vijayaraghavan is a dynamic professional with rich experience in people management and operational strategies.
Vikram Kumar, Co-Founder and COO	Sama	Vikram co-founded Sama, an Online Dispute Resolution (ODR) platform in 2015. He has working experience in more than 7 startups.

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DINESH GARG
Top 10 Game-Changing Leaders Driving Business Evolution in 2024
The Most Influential Leaders in Tech Evolution
The Most Influential Personality to Follow in 2025
Most Influential Emerging Leaders to Watch in 2025
Legends of Tomorrow: The

The Visionary Leader
in Dermatology –

Dr. Jagdish Sakhiya

Uplifting India's *Skin Care* to the Highest Level

SAKHIYA SKIN CLINIC®

INDIA'S NO.1 SKIN CLINIC CHAIN

"I want to be remembered as a builder—of people, clinics, and *Trust*."

Opening, growing, empowering, and operating India's number one skin clinic with 39+ centers for the last 27 years, where one lakh patients visit yearly, requires the highest kind of inspirational leadership.

Similarly, running a total of 18,000 square feet multidisciplinary clinical medicine, and technology transfer located in Surat, Gujarat, demands a visionary approach.

That visionary leadership makes **Dr. Jagdish Sakhiya**, the **Founder** of **Sakhiya Skin Clinic®**, one of the most inspirational healthcare and wellness champions of the country in 2025.

Redefining Aesthetic Dermatology

Devoting his life and career to a mission – ***advancing the practice of clinical and aesthetic dermatology*** – from the moment he graduated, Dr.Sakhiya, with his medical degree in dermatology, has been an innovator. He is not only one of India's top dermatologists; he is an internationally recognized and well-respected expert whose extensive knowledge has gained recognition and respect from his peers.

Dr. Sakhiya's passion for becoming an expert in his line of work can be seen in his specialized, international education. He has sought specialty skills in **Anti-Wrinkle Injections Therapy in Australia**, **Micro-Derma & Chemical Peelings in Paris**, and **Fractional CO2 Laser for Facial Resurfacing in the USA**.

"My advice: build discipline, learn finance early, and always keep *Promises*."

His expertise also includes **Advanced Fillers in Dubai**, **Meso-therapy in Greece**, **Sclerotherapy in Bangalore**, and **Light-based IPL Skin Treatments in Malaysia**.

His expertise in technology encompasses **Laser Hair Removal in Israel**, **Q-Switched Nd-Yag Laser for Skin in the USA**, **Radio Frequency for Skin Tightening in Spain**, and **Derma-Roller skills in Australia**.

Each of these certifications reinforces his status as a doctor leading his profession.

The exemplary leader, Dr. Sakhiya, has served in various high-profile roles, including *General Secretary of the Gujarat State Branch of Dermatology* and *President of the Pigmentary Disorders Society of India*. He is also the *President of the Varachha Road Medical Association, Surat*, and *an Executive Committee Member of the Cosmetology Dermatology Society of India*.

Apart from his professional designations, he is the visionary **Founder of the P.J. SAKHIYA CHARITABLE TRUST**, a charitable program dedicated to organizing free medical camps, conducting regular blood donation drives, and providing treatment for needy patients through various social service activities for the community. His impact reaches across the globe, as attested by his fellowships with respected organizations like the American Academy of Dermatology (A.A.D.), the American Society for Laser Medicine & Surgery (ASLMS), and the European Academy of Dermatology and Venereology (EADV), among many others. Along with exceptional clinical expertise, he possesses strong organizational skills, serving as the Organising Secretary for three major associations — the **Association of Cutaneous Surgeons of India (ACSI)**, the **Cutaneous and Aesthetic Surgeons of India (CDSI)**, and **CUTICON** — as well as for the upcoming **DERMACON 2027 International**.

A Journey of Discipline, Clarity, and Patient-First Care

Dr. Sakhiya's leadership journey is a powerful narrative of growth, discipline, and unwavering dedication to his patients. From his humble beginnings with a single clinic, he has spent over 27 years building a legacy rooted in ethical care. "*I started as a dermatologist with just one clinic and a strong belief in ethical care*," he explains. "*Over 27 years, I've led our organization with discipline, clarity, and patient-first thinking.*"

Dr. Jagdish Sakhiya
Founder
Sakhiya Skin Clinic®

This hands-on approach to leadership is a hallmark of his style, driven by the belief that a leader must set a clear standard through actions rather than just words. His motivation to step into a leadership role was sparked by a desire to bridge the gap between clinical care and organized, accessible skin health services.

Learning to Lead by Doing

Dr. Sakhiya's preparation for the challenges of leadership was a testament to his comprehensive and strategic mindset. Recognizing the need for a holistic approach to skin health delivery, he committed himself to understanding every facet of his organization. "*I prepared by learning every part of the business—medicine, operations, HR, marketing*," he states.

This deep dive into every operational area was crucial, not just for his development but for the well-being of his team. By making mistakes early on in his career, he was able to forge a path that allowed his team to avoid similar pitfalls. This proactive, hands-on learning model is what has enabled him to build a robust organization that is as resilient as it is renowned.

Decisive Leadership Rooted in Empathy and Trust

Dr. Jagdish Sakhiya's leadership style is a compelling blend of decisiveness and empathy, a "lead by example" approach that has defined his career. Over the years, this style has evolved, becoming more strategic and focused on a broader vision.

As he matured as a leader, he cultivated a deeper trust in his teams, allowing them the autonomy to excel. At the same time, he focused on establishing robust systems and a clear direction for the organization.

This evolution is a testament to his adaptability and his understanding that effective leadership is about empowering others. Every decision he makes is guided by the core values of integrity, transparency, consistency, and performance. For him, there are simply "no shortcuts in healthcare or business."

Cultivating a Culture of Growth and Resilience

Dr. Sakhiya's ability to inspire and motivate his team is a direct result of his commitment to their personal and professional growth. He fosters a sense of shared purpose by explicitly linking individual growth with the expansion of the clinic. "*By showing them results. I link personal growth with clinic growth*," he explains.

This approach has led to exceptional team loyalty, with many staff members remaining for over 20 years, a powerful indicator of his commitment to their progress. When faced with the most significant leadership challenge of handling internal fraud and ethical breaches while preparing for an IPO, he responded with strategic resilience.

He overcame this adversity by strengthening Standard Operating Procedures (SOPs), taking legal action, and introducing a culture of radical transparency across all departments. This demonstrated his ability to not only lead a thriving business but also to safeguard its integrity in the face of immense pressure.

Strategic Vision Meets Operational Excellence

Dr.Sakhiya has mastered the art of balancing strategic vision with the daily demands of leadership by systematically delegating responsibilities. He has entrusted daily operations to a team of trained heads, freeing himself to focus on a metrics-driven approach.

His routine includes reviewing progress every morning and night, while reserving weekends for crucial big-picture planning. This disciplined approach ensures that the organization remains agile and focused on both its immediate and long-term goals.

For Dr. Sakhiya, innovation is not merely a buzzword but a core component of his leadership strategy. He fosters a culture of creativity by backing new ideas, from integrating AI in dermatology to launching new product lines, with the necessary resources and giving his team the freedom to execute their vision.

Mentorship and a Meritocratic Culture

Mentorship is a cornerstone of Dr. Sakhiya's leadership, a commitment he extends across all levels of his organization. He personally mentors everyone from doctors and managers to front-desk staff, believing that leadership development is a collective effort.

His advice to aspiring leaders is straightforward yet profound: "*Build discipline, learn finance early, and always keep promises.*" This guidance reflects his belief that foundational skills and integrity are the keys to long-term success.

> "Integrity, transparency, consistency, and performance—these guide every decision. No shortcuts in healthcare or *Business*."

On the matter of inclusivity and diversity, Dr. Sakhiya's philosophy is rooted in meritocracy. His team is a mosaic of individuals from various states and backgrounds, with women making up over 60% of his staff.

He firmly believes that "Inclusivity happens when you value skills above everything else," demonstrating that a commitment to merit naturally creates a diverse and equitable environment.

Resilience Fueled by Data and Adaptability

Dr. Sakhiya's leadership is defined by his remarkable resilience and adaptability in a constantly changing environment. He achieves this by maintaining a sharp focus on data, customer feedback, and technology.

The COVID-19 pandemic served as a pivotal test of his strategies, and his organization did not falter. Instead, it adapted with incredible agility, launching telemedicine services, implementing remote training for staff, and establishing a digital pharmacy. This ability to pivot and innovate in the face of a global crisis highlights his forward-thinking approach.

For Dr. Sakhiya, success is measured by a much broader metric than just financial outcomes. He finds true validation in the human impact of his work. "*I look at how many lives we've improved, how many careers we've built, and how often patients or staff say, 'I trust you,'*" he explains.

The Foundations of Growth and a Defining Moment

A set of disciplined habits underpins Dr. Sakhiya's personal and professional growth. His routine includes early waking, consistent reading, and a daily review of his goals, practices that keep him sharp and focused.

He also credits "*honest reflection with my wife and sons, who keep me grounded,*" for providing a vital support system. One defining moment in his career stands out as a powerful lesson that shaped his leadership forever.

In 2008, a single wrong hiring decision led to an internal collapse at one of his centers. This experience taught him the invaluable importance of "*hiring slow, firing fast, and building systems, not depending on individuals.*" This painful but formative event reinforced his commitment to creating a resilient, process-driven organization capable of thriving regardless of individual personnel changes.

> "Inclusivity happens when you *Value Skills* above everything else."

A Legacy Built on Accessibility, Honesty, and Trust

Dr. Sakhiya's journey culminates in a powerful vision for his legacy—a future where dermatology in India is more accessible, honest, and respected. He doesn't aspire to be remembered for a single achievement, but as a "*builder—of people, clinics, and trust.*"

This profound desire to uplift his profession and empower those around him is the true measure of his success. His legacy is etched not only in the clinics he built but in the lives he has improved and the careers he has nurtured.

By consistently prioritizing ethical practice and patient well-being, he has set a new standard for what a medical leader can achieve, creating a foundation of trust that will endure for generations.

The Grand Vision: Building the Future of Dermatology

Looking ahead, Dr. Jagdish's vision is nothing short of revolutionary. His plans are defined by scale, technology, and a deep commitment to education. He is currently focused on building the world's largest skin clinic, a **sprawling 3 lakh sq ft facility** that will serve as a hub of dermatological excellence.

Simultaneously, he is launching the **'Just Skin & Hair Clinic'** network — smaller-format branches of Sakhiya Skin Clinic designed to provide dermatology services in underserved Tier 3 cities at affordable prices. He is also establishing a laser manufacturing line in India through **SSC Devices Private Ltd**. In addition, **Sakhiya Advanced Skin Science** serves as the product division, with the goal of producing affordable, world-class skincare products backed by clinical expertise .To ensure the continuity of his vision, he is also developing a structured **'Skin Academy'** to train the next generation of dermatologists with real-world protocols, innovation, and ethical practice, ensuring his legacy of integrity and excellence continues to thrive.

For booking an appointment, contact **1800 1200 70000 (Toll Free)** or email enquiry@sakhiyaskinclinic.com.

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Understanding Digital Transformation and it's Rapid Implementation across the **Business** Sectors

Digital transformation is one of the most powerful forces shaping the business world today, extending far beyond technology adoption to transform the ways in which companies compete, operate, and generate value. As organizational industry boundaries set out on this journey, the definition of digital transformation itself has also fundamentally shifted, extending well beyond the adoption of new digital technologies to include the complete redefinition of business models and strategic imaginations.

In its most generic state, digital transformation is the embracement of next-generation digital technology—like cloud computing, artificial intelligence, automation, and data analytics—throughout every area of a business's operation. This encompasses every possible aspect of supply chain management, customer support, internal communications, marketing initiatives, etc. Digital transformation across business lines arises out of a necessity to increase efficiency, provide improved customer experiences, and spur innovation in the context of an ever-evolving marketplace.

The imperative for digital transformation gained momentum against the backdrop of global shocks such as the COVID-19 crisis, with organizations finding that being digitally capable was a matter of survival. Remote work, digital-first customer engagement, and digital supply chains were overnight

choices, not options. Organizations realized that digital transformation enabled them to respond to shifting market conditions and disrupted operations in short time. By then, McKinsey had estimated the figure of close to 90% of firms that were trying some form of digital transformation in order to stay alive and healthy.

Digital transformation is expansive in scope, it touches every aspect of a firm—people and operations to sales, product design, and customer service. It is as transformative in equal ways across sectors; in healthcare, electronic medical records and telemedicine facilities have revolutionized the patient's experience. In business, mobile payments and e-commerce have taken the place of the conventional brick-and-mortar model. In manufacturing, smart factories based on IoT and analytics provide predictive maintenance and lean operations. Banks, logistics, education, hospitality, and even government offices have incorporated digital change processes to make things more accessible, enhance service, and simplify processes.

Digital transformation is really a strategic initiative which incorporates as much business culture as technology. It calls for fast-leaping leadership and experimentation spirit, aware that organizations have to continue questioning the current state of affairs. In most cases, company culture has to change for digital transformation to be a success, so that teams can experiment and learn through failing, and innovation has to be embedded as part of company culture. Digital transformation is not only thought by most business executives to be an opportunity to renovate but as an imperative process requiring constant learning, improvement, and innovation.

Execution strategies for digital transformation are adaptive and multi-layered. Organizations typically begin with establishing a digital transformation road map taking into account some requirements, objectives, and tech capability. Digital technology integration comes in waves: automating existing manual processes, injecting AI-based decision-making, migrating to cloud-based architecture, and expanding the digital customer journey. Seamless integration of systems and connectivity among departments and platforms is critical. Organizations can leverage specialized digital transformation teams whose responsibility is to guide through, assist, and monitor transformational advancements in KPI metrics such as efficiency, customer experience, and innovation metrics.

The benefits of digital transformation are actual and ubiquitous. Organisations that undertake digital transformation in a timely manner get a boost in operation efficiency, enhanced market responsiveness, improved resource utilization, lower costs, and greater chances of creating new products and services. Above all, if at all, digital transformation facilitates wise decision-making on the basis of strong data, making predictive analytics and rapid response to shifts in the marketplace possible. Those companies who are best at digital transformation outperform consistently, delivering superior shareholder value and gaining digitally empowered customers' loyalty.

Perhaps the most underappreciated aspect of digital transformation is how it can create new business models and sources of revenue. Uber and Netflix are only two examples of new business models that not only have adopted technological innovation but also transformed industries on the back of digital transformation. Incumbent firms and new entrants alike are capitalizing on digital technologies for new value creation, occasionally even leading to full business model reinvention—subscription-based products to platform systems connecting buyers, sellers, and partners in new arrangements.

Digital transformation is not an option—it is the survival imperative of the age of competition. How rapidly digital transformation is being embraced by industries is picking up pace, with organizations grasping that their future existence is tied in with their digital maturity. Merging of better digital technology is continuously changing the economic ecosystem, hence adaptability has emerged as the most essential business trait.

Short of that, digital transformation is not technological adoption—it is a complete rewiring of business minds, organizational structure, and delivery. Successful digital transformation initiatives are characterized by pulse-checks like stakeholder alignment, continuous monitoring, and iterative improvement. Organizations fully embracing digital transformation, iterating, and evangelizing its principles throughout their culture, are best positioned to innovate, grow, and thrive despite constant change and uncertainty.

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Generali Group's and Central Bank of India's liability is restricted to the extent of their shareholding in Generali Central Life Insurance Company.

The Architect of Trust

Alok Rungta's Leadership Saga

Alok Rungta stands at the helm of Generali Central Life Insurance as a visionary leader whose passion for purpose-driven transformation is reshaping the contours of India's life insurance landscape. With the recent evolution from Future Generali India Life Insurance to Generali Central Life Insurance—following the strategic stake acquisition by the Central Bank of India- Alok's leadership marks a defining chapter in the company's journey toward becoming a truly **future-ready, customer-first insurer**.

A dynamic force on the Board of Generali Central Life Insurance, Alok blends **strategic foresight** with a **people-centric mindset**, inspiring teams across geographies to push boundaries and deliver impact. His stewardship is not just about growth- it's about **meaningful progress**. Under his guidance, Generali Central Life Insurance has embraced a bold new identity, one that reflects **digital strength**, **inclusive protection**, and **unwavering customer-centricity**.

Alok's journey to the top was rooted in strategic leadership- having joined as **Deputy CEO & CFO in 2023**, where he also spearheaded the company's **business transformation agenda**. This pivotal experience laid the foundation for his transition to **MD & CEO**, equipping him with a deep understanding of operational dynamics and growth levers.

Alok Rungta
Managing Director (MD) and Chief Executive Officer (CEO), Generali Central Life Insurance

GENERALI Central
— LIFE INSURANCE —

Since stepping into the role of MD & CEO in 2024, **Alok has ignited a remarkable transformation** at Generali Central Life Insurance. Under his visionary leadership, FY25 emerged as a breakthrough year, with gross written premium soaring by **39%**. The company's **new business premium nearly doubled** to ₹1,192 crore, while **renewal premium climbed 10%** to ₹1,318 crore- clear indicators of sustained momentum and market trust.

But numbers only tell part of the story. Alok is a **believer in agility, accountability, and access**. His vision is rooted in **democratizing life insurance**, bringing protection to underserved and rural segments through innovative, accessible products. The partnership with Central Bank of India, with its vast network of over 4,500 branches, is a game-changer, unlocking new distribution channels and deepening market reach.

A Journey Forged in Trust

Alok's leadership journey is a masterclass in purpose-driven evolution. His path began with a fundamental insight that has guided him ever since. In his own words, "*My journey began in finance and insurance, where I learned that trust is the cornerstone of this industry.*"

Over the years, he has orchestrated strategic transformations, built powerful distribution partnerships, and championed a relentless focus on customer-first innovation. With each role, he honed his leadership to prioritize disciplined execution and a clear sense of purpose.

As Generali Central Life Insurance enters a new chapter, Alok is passionately focused on expanding insurance protection to all segments of the country, especially those that are underserved, thereby fostering inclusive growth and deeper community engagement.

The Inclusive and Agile Leader

Alok defines his leadership style as a blend of inclusivity, agility, and purpose. It's an approach that has evolved significantly over time. While his early career was laser-focused on execution, he now prioritizes strategic foresight

> Like Sachin Tendulkar, I believe true legacy is built through consistency, humility, and impact—not just achievements.

and cultural transformation, seeing himself as a listener, a coach, and a catalyst for innovation. He believes his leadership must be fluid and responsive.

As he says, "*My leadership adapts to the needs of our people, our customers, and the changing landscape of insurance.*" This adaptability ensures that he can effectively guide his team through the dynamic and ever-changing world of insurance.

Guiding Principles: Transparency, Sustainability, Inclusivity

Alok's decision-making is anchored by a set of unwavering core values. Transparency is non-negotiable; every choice is made with complete openness and integrity. This commitment builds trust that is so vital in his industry. Sustainability drives his long-term perspective. He is a firm believer that the true measure of success is not a quick win but a lasting impact, stating, "*We build for long-term impact, not short-term wins.*"

Finally, inclusiveness guides the very products and policies the company designs, ensuring they serve all segments of society and truly fulfill the mission of providing protection for everyone. These principles, paired with a strong sense of Governance, form the ethical backbone of his leadership.

The 'Lifetime Partner' Vision in Action

For Alok Rungta, the demands of strategic vision and daily leadership are not in conflict; they are intrinsically linked. He ensures every operational decision aligns with Generali's core purpose of being a **'Lifetime Partner'**—*a commitment to supporting customers at every stage of their lives.* He translates this grand vision into a clear, actionable framework by establishing Key Performance Indicators (KPIs) that are embedded across all teams.

He operates on a philosophy of empowering his leaders, trusting them to own the execution while he remains focused on the broader, long-term transformation of the company. This delegation, coupled with regular reviews and agile feedback loops, allows the organization to stay on course, adapting to changes while remaining true to its strategic goals.

A Culture of Inclusivity and Impact

Alok is a staunch advocate for creating a truly inclusive and diverse workplace. He believes in what he calls **'representation with impact,'** a concept that goes beyond simple metrics. This means ensuring every voice is not only heard but also valued, and that every individual is empowered to thrive. His commitment is reflected in the company's hiring and development practices, which intentionally promote diversity across gender, geography, and experience.

He understands that a diverse team can only succeed in an environment of psychological safety, where people feel secure in expressing their ideas and their full selves. By consistently measuring inclusion through employee engagement scores and retention rates, he ensures that this culture is not just a policy but a lived reality, fostering a sense of belonging and well-being for all.

A Legacy of Trust and Social Impact

For Alok, success is defined by a scorecard that extends far beyond financial outcomes. He proudly measures his achievements through customer trust, employee growth, and social impact.

The company's ESG (Environmental, Social, and Governance) goals and its contributions to community resilience are integral parts of his leadership philosophy. A testament to this commitment was Generali's appointment as the lead insurer for Sikkim by IRDAI, a milestone that, in his words, "reflects our commitment to financial inclusion and grassroots engagement."

Ultimately, his legacy is not about the policies sold, but about the security and confidence his company provides. Alok's vision is to enable people to shape safer futures, not just through financial products, but through a foundation of trust and long-term resilience.

A Leader's Daily Rituals for Growth

Alok's ability to navigate the complexities of his role is rooted in a set of disciplined personal practices. His day begins with a reflective walk, which he considers his time to "reflect, reset, and reconnect with clarity."

This simple habit is a profound reminder that progress isn't about speed, but about direction and consistency. He is a lifelong student, staying curious through reading, podcasts, and constantly learning from global best practices.

Just as importantly, he believes in a continuous exchange of knowledge, mentoring emerging leaders while also engaging in reverse mentoring to stay connected with new perspectives. He understands that for a leader to grow, they must always be open to new ideas and new ways of seeing the world.

A Legacy of Consistency and Humility

When asked about the legacy he hopes to leave, Alok's vision transcends traditional corporate metrics. He aspires to be remembered as a transformational leader who expanded access to life insurance with purpose and integrity. He draws a powerful parallel to a cricketing legend, stating, "*Like Sachin Tendulkar, I believe true legacy is built through consistency, humility, and impact—not just achievements.*"

At the heart of this vision is his commitment to building a **sustainable organization**—one that thrives not just today, but for generations to come. To achieve this, Alok places strong emphasis on **capability building**, ensuring that teams are future-ready, agile, and equipped to lead with purpose.

His ultimate goal is to leave behind an enduring culture—one that is inclusive, resilient, and customer-first, where every employee feels empowered and protected. He strives to remain a **'lifelong student'** in his journey of leadership, always evolving and never settling.

This blend of strategic vision, compassionate leadership, and unwavering commitment to purpose ensures that Alok Rungta's legacy will be one of profound and lasting impact on both the insurance industry and the people it serves.

How Visionary Thinking Defines a Modern Innovation Leader in Reaching New Levels of **Business** Success

Visionary thinking is the attribute that marks the path of a modern innovation leader from that of a simple manager to an innovator with the capability to drive organisations to sustainable, break-through success. With the rapidly evolving business landscape where disruptions are the new order of the day and customer expectations shift almost on an hourly basis, it has become a necessity for any organisation to strive to succeed guided by a visionary-thinking leader. Visionary thinking enables the innovation leader of the day not only to predict the near-future trends but to chart bold new directions other companies cannot yet imagine—over the horizons, remapping edges, and establishing change along the business horizon.

The spirit of visionary thinking is seeing beyond the current issues and perceiving the unseen opportunities that lie in the space of ambiguity and uncertainty. A leader of this generation who drives innovation is defined by their special ability to draw out a compelling, inspiring vision that inspires teams beyond usual standards of performance or even incremental innovation. It begins with keen observing and deep analysis ability, but what actually divides visionary thinking from just strategic planning is a desire to turn insight into high-impact action. The uncertainty-accepting innovation leader is comfortable with uncertainty, views it as fertile soil for creativity, and persuades teams to build bold objectives even when the path to them is uncertain.

Innovation does not happen by default. Innovative thinking is petrol for cultures, aligns resources, and makes contexts in which innovative solutions work. When a vision leader, an innovation leader, speaks from his or her vision, it is a clarion call that activates the employees at all organizational levels. They are not merely following procedure—they are committed to something greater, compelled to bring new innovative solutions and experiment with new ways. It is this vision-led culture transformation that is the very essence of mythological business revolutions, ranging from the personal computer revolution triggered by Apple to the electric vehicle revolution for mobility by Tesla.

The path of a contemporary innovation leader is one of grit and valor. Visionary thinking is most often a matter of strategic gambles while the world holds its breath, opportunity when others are in danger, and courage to pursue long-term dreams counterintuitive to the norm. Consider the stories of Henry Ford and inventing the assembly line, Steve Jobs and transforming consumer technology, or Elon Musk and pioneering sustainable transportation and space travel. In every case, it was visionary thinking that enabled such innovation leaders of the day to construct new paradigms for their respective industries, overcoming adversity and creating humongous value from large ideas.

Visionary thinking is not necessarily disruption by product launch or technological breakthrough—equally so, it is part of the manner in which an innovation leader of the day approaches constructing talent, organizational learning, and strategic planning. By a culture that opens the space for diverse views to be respected and discovery to be fostered, the innovation leader of today keeps close to vision and rooted in verifiable wisdom. Such openness fuels the building of nimble teams who are quick to respond to changes in the market, placing the company not merely resilient but proactive in the pursuit of business triumph.

One of the greatest virtues of visionary leadership is sensing weak signals—incipient trends and strategies that others do not perceive. A leader of innovation in today's world uses such signals in order to lead others. By making decisions based on visions, organizations can meet uncertainty better and capitalize on innovation to solve intricate problems. The computer age has heightened this competence even more at any given point in time because markets zoom at warp speed and the price of neglecting innovation is quick and a disaster for companies not keeping up with these events. Visionary thinking is occasionally typified by an attitude to obliterate outdated orthodox thinking. The present innovation champion is not a believer in the status quo; she/he's a disruptor of dominant paradigms and leads his/her teams to disrupt dominant paradigms as well. One saw that when Reed

Hastings disrupted Netflix from a DVD rental business to a global streaming company or Shantanu Narayen disrupting Adobe Systems from an old model of software to a subscription model of digital. Both times, it was visionary thinking coupled with dogged focus on detail—visionary thinking and typical of a modern innovation leader—hitting new horizons in markets and recording-breaking business performance.

Visionary thinking alone is not enough. The secret to a successful modern innovation leader is making visionary thinking actionable, incremental wins. This most typically involves un-scrambling great visions into strategic action, specifying actionable goals, and following through on commitments. Innovation today relies on bottom-up as well as top-down efforts: the innovation leader not only charts the vision course forward but also builds a culture in which each team member feels it is his or her job to push the company further toward making the firm's vision a reality.

Second, visionary thinking helps a modern-day innovation leader to develop such crucial collaborations by entering collaboration with external organizations to their vision. Through joint ventures, open innovation platforms, or ecosystem strategy, the modern-day innovation leader is conscious that such a triumph is not only achieved in current interconnected age of globalization. Locomoted by visionary thinking, such a collaboration strategy has given rise to industry-transformational collaborations in Silicon Valley to global supply chains.

Visionary thinking also heavily impacts organizational brand identity and reputation. Having as their CEO a contemporary innovation leader, his or her vision will be identified with the company mission, building investors', partners', and customers' confidence. Visionary thinking provides brands that break product orientation, making organizations symbols of possibility, progress, and trust. These types of leaders—Sara Blakelys, Oprah Winfreys, and Sheryl Sandbergs of their kind—are proof that visionary thinking combined with bold leadership fuel long-term business success.

In other words, visionary thinking is an energetic, inspiring force and not a passive attribute in the hands of an innovation leader today. The people who implement visionary thinking every day—by questioning the norms, mobilizing others, spanning collaboration, and relentlessly chasing ambitious objectives—again and again redefine business success. The organizations that are led by someone who represents the spirit of today's innovation leader achieve newer heights, provoking industry disrupters, and prospering in prosperity much superior than what conventional practices have to offer.

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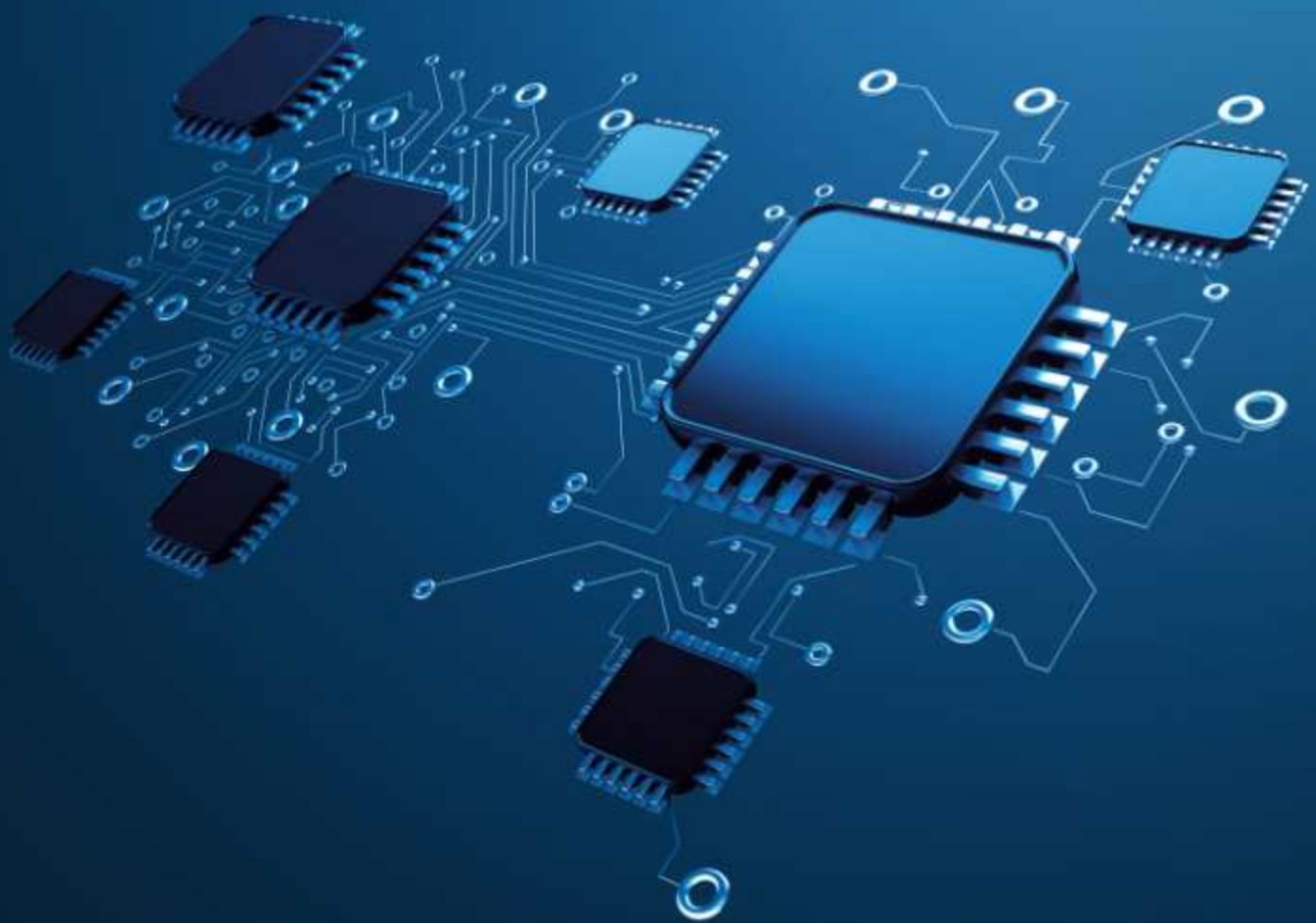

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